

■ The Collaborator Mindset Matrix

Mindset	Values	Overheard Saying	Strengths	Challenges
Well-Rounded Learner	Balance, Personal and Professional Growth and Development, Curiosity	"I have to leave at 5pm for my yoga class."	Temperament complements independent mind-sets. Can make connections others don't see.	Appears less dedicated than other mindsets, and tend to delay taking action on a task.
Caregiver	Relationships, Humility, Co-operation, Personal Growth, Conflict Avoidance	"This team is a family."	Bring people together and make everyone involved feel heard.	They focus on relationships over results.
Teacher/Mentor	Knowledge, Attention, Autonomy, Impact	"Let me show you how to do this."	Introduce insights from other case studies or relevant examples.	Closed-minded to new knowledge or ways of doing things (think they know the best way).
Realistic Executor	Efficiency, Effectiveness, Punctuality	"Let's get this thing done."	Brings a lot of energy to the team. Highly organized, and knows what needs to get done.	Black and white in thinking. Too forceful in their demands and burn people out.
Purpose Driven	Purpose, Impact	"This project aligns with my mission."	When inspired, this type tends to inspire and motivate others on the team.	If not inspired on a project, they can feel lost and become irritable out of fear of wasting time.
Entrepreneur	Creativity, Independence, Attention, Novelty	"What's next?"	Fresh thinking helps others get 'unstuck'. If a solution doesn't already exist, they create one.	Distracted and unfocused, always chasing what is next, new or "cool."
Systems Thinker	Holistic Understanding, Creativity, Solution-Oriented	"Let's define the problem."	Quality of work is extremely high, and can solve enormous, complex problems.	Can take a long time to get started or get their work done. Pokes holes in others' work.
Decision Maker	Control, Vision, Security	"Can I see it before it goes out?"	Ensure everything that all work is aligned with the bigger picture.	Can struggle with building trust, and sometimes faces imposter syndrome.